



@USNPEOPLE WEEKLY WIRE

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Chief of Naval Personnel, Vice Adm. Robert Burke

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or find it online at www.navy.mil/cnp

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Chief of Naval Personnel, Vice Adm. Robert Burke

For more than 240 years, the U.S. Navy has served as America's first line of defense, strategic deterrent, and protector of trade across the world's oceans. Our role in safeguarding freedom of the seas has never been more relevant. From the South China Sea to our Pacific shores, from the Arabian Gulf to the Eastern Atlantic, there is no shortage of headlines about the challenges we face, making the U.S. Navy's presence in waters around the world an imperative. We are a busy force that operates with a clear purpose in an uncertain time.

There is no doubt that we are in the midst of a challenging operational and fiscal environment, but I am both excited and honored to be your new Chief of Naval Personnel, and continue the work that Adm. Bill Moran started.

Today more than ever, people want to be part of something that matters. They want to serve, they want a purpose, and they want a mission. And while the Navy is in a very good position today with recruiting, retention and fleet manning, we are at a strategic cross-roads, which is causing us to re-think how we will recruit, train and retain the force of tomorrow.

Toward that end, our team at the Bureau is overhauling the Navy's entire personnel system, and we are focused on empowering Sailors, modernizing policies and operating systems, and providing the right training at the right time to our force.

We call that effort Sailor 2025.

There are many reasons to pay close attention to potential challenges that could affect us, including an unpredictable economy, a declining veteran population, growing competition for high-tech skills, and personnel costs that account for more than 50 percent of the Navy's budget.

Without changing how we operate today, we risk being unprepared for the future. And unless we upgrade the Navy's analytic tools and supporting infrastructure now, we will find ourselves near shoal water when the seas begin to get heavy.

The 40+ personnel initiatives that comprise Sailor 2025 are aimed at empowering COs, having flexible policies, better tools, and more choices for those who might otherwise not join the Navy or who might consider leaving. We are modernizing how Sailors manage their careers, pay and personnel issues, and how we attract new recruits to join our force. Some of these initiatives include looking at our performance evaluation and career management systems, increased graduate education opportunities, tours with industry, career intermission program, expanded Child Development Center and fitness center hours, along with many others. And we will do this all with the underlying principle that Sailors' work-life balance and health and wellness must be improved.

Adm. Moran knew that we were long overdue for a change, and set us on a course for change.

I am committed to see us through that voyage, and will continue put policies in place that further enhance trust, balance and stability throughout the Fleet.

Our Navy today has the best Sailors we've ever seen. We aim to keep it that way.

2.) 58th Chief of Naval Personnel Assumes Office / 27 MAY 16 [\[LINK\]](#)

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- On May 27, Vice Adm. Robert Burke became the 58th Chief of Naval Personnel (CNP) when he assumed duties from Vice Adm. Bill Moran.

Prior to the change of office, Burke was promoted to the rank of vice admiral by Chief of Naval Operations, Adm. John Richardson.

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Burke relieved Moran as the Navy's top personnel officer following Senate confirmation.

"Being chief of naval personnel has been a great privilege," said Moran. "And with a binding mission and an incredibly talented workforce, the opportunity to serve in this capacity has been the honor of a lifetime."

Before assuming office as CNP, Burke was the director, Military Personnel Plans and Policy Division (N13).

Moran, who served as CNP from August 2013 to May 2016, will relieve Adm. Michelle Howard as the 39th Vice Chief of Naval Operations.

The chief of naval personnel serves concurrently as the deputy chief of naval operations (Manpower, Personnel, Training and Education) (N1) and is responsible for the planning and programming of all manpower, personnel, training and education resources for the U.S. Navy.

For more information, visit www.navy.mil/, www.facebook.com/usnavy/, or www.twitter.com/usnavy/.

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3.) The Pentagon Moves to Set Troops Straight On Its New Military Retirement Plan / 1 JUNE 16 [\[LINK\]](#)

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The Defense Department has begun to educate military leaders, rank-and-file service members and their families about the coming changes to its retirement plan, a months-long effort to provide personnel with enough financial literacy to confidently, competently navigate this new "blended" system.

The first of four programs, unveiled Wednesday at the Pentagon, is called the "Leader Course." It's available to anyone and doesn't require access with a Common Access Card. It provides an introduction to and an overview of the new blended retirement system, with information about who is affected, and the options available to them. A link to the information is on the Joint Knowledge Online site; it can also be found through MilitaryOneSource.mil.

Deployed service members' commands will receive CD-ROM courses.

The training program will begin in earnest this summer. The Army, for example, has a public relations campaign to inform soldiers and family members what will happen, said Lt. Col. Steve Hanson, allowances branch chief for the Army G1, and the Army's representative for implementation of blended retirement system education. "It's

our responsibility to arm them with information so they can make the proper decision for themselves,” Hanson said.

“Today, with the release of the Blended Retirement System leader course, we have the opportunity to put the facts out there in an environment where leaders can have the information to make sure they are prepared to answer any questions they might have from their troops,” said Wayne Boswell, the Defense Department’s director of financial readiness. Since the enactment of the law last year that changed the retirement system, he said, “there has been speculation, rumors, information out there about the blended retirement system’s potential impact.”

“It’s probably a major understatement to say it’s a big change for our service members,” said Andrew R. Corso, assistant director of DoD’s office of military compensation.

The new retirement system will mean smaller pension checks but will include matching cash contributions to service members’ Thrift Savings Plan accounts — much like a 401(k) plans offered in the private sector. This means that for the first time, troops who leave the military before 20 years of service will have some limited retirement benefits to take with them.

The critical, more detailed course for those who are most affected by the change — those with fewer than 12 years of service by Dec. 31, 2017 — will be rolled out in January. They have the option of switching to the new retirement system or staying with the old. The course is still in development, but will include a tool that lets troops plug in their own data to help them make their decision. Troops will be able to enter numbers such as varying retirement dates and Thrift Savings Plan rates of contribution to determine which choice would be better for them in the long term.

“The calculator will be the heartbeat of the course, to personalize the information and enable them to make decisions,” Boswell said.

No one has to make a decision about this in 2016 or 2017. But in 2018, service members in the active and reserve components who entered the military after Jan. 1, 2006 — about 1.6 million people — will have to decide whether to stay with the current retirement system or move to the new retirement system signed into law in November. Troops can make the choice beginning Jan. 1, 2018; the deadline for making the decision is Dec. 31, 2018. It’s an “opt-in” situation for the troops in this category. If they don’t opt in to the new situation, they will automatically stay in the old retirement system. Those with more than 12 years of service by the beginning of 2018 will automatically remain in the current retirement system.

The courses provide education materials, and no one in the military community — not supervisors, not personal financial managers — is going to tell a service member which choice they should make, Boswell said.

“We don’t want them to be in an advisory role, where they advise whether to or not to opt in,” he said, but to provide facts about the changes, lifelong financial preparedness, lifelong financial readiness, investing, compound interest and other information that service members and families need to understand the decision’s impact.

The leader course describes various service members’ circumstances and offers questions they should consider. In one scenario, the Marine corporal who joined the Corps in 2010 should ask himself how long he intends to stay in the military; whether he would join the Reserve and stay until completing 20 years; how much will his Thrift Savings Plan contributions grow until retirement; how long he will have to continue investing and receive the benefit of government contributions; and how a possible future spouse and children would factor in to his retirement plans.

DoD and the services are also providing the leader course information to others on installations, such as bank and credit union staffs, professional financial managers and professional financial counselors, Boswell said.

A "train the trainer" course is coming in September for personal financial managers to help them provide additional facts to service members and family members who need more information to make their decision.

DoD officials do not recommend one option over the other, Corso and Boswell said. "We want to make sure service members and families have the information, and it's up to them to make the determination what's in their best interest. Everybody's lifelong career plans, and financial plans are different. This is a very personal decision folks are going to have to make in terms of where they see themselves going in the future. Forcing a younger population to take a look at that and make some of those decisions is a good thing."

Although Congress is considering some changes to the new retirement benefit this year, the messages in course won't be significantly affected, Corso said. "We were conscious of some of the areas where there may still be some discussion and the training talks about this, with the caveat for potential future modifications if necessary."

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"Pregnancy and parenthood can be compatible with a successful military career when Service members and the Command both understand their roles and responsibilities, said Capt. Candace Eckert, director of N1 Diversity. "This app makes that task easier by identifying regulations, instructions and references from a wide variety of sources and offering them in one easy-to-use app. The app includes information regarding assignments, retention, separation, standards of conduct and much more."

Some of the topics included in the Pregnancy and Parenthood app are roles and responsibilities, planning, contraception, pregnancy, pregnancy loss, healthcare benefits, breastfeeding, physical readiness, maternity uniforms, adoption, leave, operational deferment and separation from service. The app also offers a selection of references and resources.

Sailors and Command leadership are responsible for understanding Navy policies and procedures regarding pregnancy and parenthood. This app is a resource to help all Navy personnel understand actions required by everyone.

Sailors will find information regarding many of the personal and professional responsibilities that come with parenthood while serving in the Navy and how to understand what needs to happen when and how to accomplish it. Command leadership will find information regarding their roles, appropriate expectations and required actions when advising Sailors who are starting or expanding a family.

To download these apps on your mobile device, visit <https://play.google.com/store/apps/details?id=com.tracen.pregnancyandparenthood> for Android, and <https://itunes.apple.com/us/app/pregnancy-and-parenthood/id1102820184?mt=8> for iOS/Apple.

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